Vol. 14, No. 4 November 2010

> PAROLE & PARDON SERVICES THE SOUTH CAROLINA DEPARTMENT OF PROBATION, **PUBLISHED QUARTERLY**

With the first full month of fall uponus, we eagerly welcome the cooler temperatures. Creating innovative ways to maintain Departmental daily operations and meet mission

critical services continues to be our focus. I am extremely proud of the manner in which we have all been able to prevail over budgetary constraints, economic barriers and ever increasing mandates to accomplish more work with fewer resources. I know that this has not been an easy task over the past year, and please know that I sincerely appreciate your effort and commitment to getting the job done.

Please take a moment to peruse the newsletter and consider the Department's successes and accomplishments summarized below:

- We are bringing relief to Field Operations by hiring Agent positions to fill vacancies.
- We entered Phase Two of the Ignition Interlock Device Program where a law enforcement training DVD and public awareness ad campaign will be developed.
- PPP completed the final stage of installing **Livescan** digital finger-printing stations.
- We transitioned all staff to the South Carolina Enterprise Information Systems (SCEIS).
- Offenders contributed 199,056 hours of **Public**

Service Work to the state. Calculating these hours at \$7.25 per hour, they contributed a total of \$1,443,156 worth of labor to organizations in our state.



employment services as part of the **Learn and Earn** initiative.

- We referred 8,100 offenders to substance abuse services.
- Field staff performed 3,000 residence investigations and 3,300 investigations for the 2211 offenders of the five legislative mandated special release programs.
- PPP participated in special operations conducted by the SC Emergency Management Division and the SC Highway Patrol Division.

I am confident that we will continue to meet the needs of our customers and stay true to our mission within South Carolina's criminal justice system. Keep up the excellent work and remember to take time to enjoy family and friends.

Together, we make a difference!

Sam Glover

MADD Panel Meets

The quarterly MADD Victim Impact Panel was held at the Anderson County Office in August. Victims Service Coordinator (VSC) Wanda Johnson invited Assistant Director of Victim Services Missy Rodgers from Central Office to attend. The guest speaker was Jon Erik Hartfield of Greenwood. Mr. Hartfield was severely injured as a result of a drunk driver in 2003 and recently won a lawsuit in this case.

In July, the South Carolina Supreme Court affirmed a \$10 million jury award against a bar and its owners personally for selling alcohol to an intoxicated man who later crashed and injured Jon Hartfield and his father.

Former VSC and current Supervisor Steve Harris begin sponsorship of the meetings in the Anderson Office in 2002.



Pictured are VSC Wanda Johnson, Jon Erik Hartfield, Assistant Director of Victim Services Missy Rodgers and Denise Hagy, Victim's Advocate Director for the 10th Circuit.

The Victim Impact Panel (VIP) is a term used to describe a meeting of drivers convicted of alcoholrelated violations and/or crashes, hosted by victims of alcohol related incidents (people whose lives have been significantly affected by drunk driving crashes).

Motivating Offenders to Change Series

Part I: Evidence-Based Practices and Motivating Offenders to Change

By Shaunita M. Grase, Division of Field Operations-Field Programs

Traditionally, in the criminal justice system, there have been two basic methods used to change undesirable offender behavior: *deterrence strategies* and *constructional strategies*. The use of punitive sanctions such as incarceration, fines, and boot camps are characteristic of deterrence strategies, which makes use of negative consequences in hopes of minimizing unwanted human behaviors. On the other hand, constructional strategies recognize it is important to lessen undesirable human behavior by teaching individuals new skills and providing them with the opportunity to employ those newly acquired skills in a constructive manner. Examples of constructional strategies are vocational training, education, and substance abuse treatment.

From the early 1900's to the present, correctional philosophy has experienced three major shifts in the use of these offender behavioral modification and crime reduction strategies. Interchangeably and concurrently, more emphasis has been placed on punishment and deterrence strategies opposed to treatment and constructional strategies and vice versa over this period of time. At the moment, another shift in correctional policy is taking form: *change-focused constructional strategies through evidence-based practice*.

With the recent passage of the South Carolina Sentencing Reform legislation, you may have heard the term "evidence-based" practices as we work towards implementing the provisions of this law. Evidence-based practices are used to describe treatment programs, intervention strategies, and tools that are considered effective based on substantiated measurable outcomes. These outcomes, such are recidivism reduction, are validated by empirical evidence or scientific research and are deemed appropriate for effective criminal behavioral modification. Evidence-based practices are important as this ideology shifts away from non-scientific approaches such as "commonsense" practices and endorses scientifically proven interventions supporting offender behavioral change.

Presently, criminal justice professionals are learning to use strategies which have been empirically proven effective for community-based supervision. Research has shown the following three principles can be used by probation and parole agents to change the likelihood of future criminality through effective intervention: *risk*, *criminogenic needs*, and *responsivity*.

Risk: Programs and treatment interventions should be targeted to those high risk offenders who are assessed at a higher risk for committing more crimes. Research studies suggests high-risk offenders, with a greater need for positive skills and thinking strategies, will gain from intensive supervision, enhanced treatment programs and so forth.

Criminogenic Needs: Intervention strategies should be used to target factors that are predictors of crime and can be altered. Such factors that are used to predict crime, such as criminal history are "static" and cannot be changed. Other factors such as family relationships are "dynamic" and can be reasonably modified towards promoting a reduction of crime through effective intervention.

Researchers have identified six dynamic risk factors which have been connected to criminality. Placing emphasis on these factors are ways to reduce recidivism: (1) Improved self-control, (2) Increased circle of caring, (3) Engagement in prosocial values, (4) Increase contact with pro social "faces and places; (5) Substance abuse treatment, and



(6) Reconnection to primary/healthy relationships.

Responsivity: Requires the probation and parole agent to be responsive to various offender types. There are two types of responsivity: **general responsivity** and **specific responsivity**.

General responsivity refers to the probation agent using evidence-based strategies such as cognitive behavioral and social learning to focus on dynamic criminogenic needs. Research has shown that methods such as providing resources and referrals, and providing positive feedback on performance, and modeling have a collective tendency to address criminogenic needs.

Specific responsivity refers to intervention strategies which are considered effective when personalized to meet the individual needs of the offender. There are several different questions a probation and parole agent can raise when considering intervention for a specific offender: (1) Is this offender ready to change his behavior? (2) What motivates this offender to change his behavior? (3) What type of interaction will be the most effective with this offender?

Ultimately, in consideration of the implementation of evidencebased practices and effective interventions, as criminal justice professionals, we should consider the following as we engage in the process of effectively motivating offenders to change undesirable behavior:

- Endorse collaborative relationships which motivates and promote offender accountability.
- Focus on factors which are predictors of crime and that can be changed.
- Encourage offenders to make behavioral change by staying away from criminal associates, behaviors, and environments.
- Formulate interactions and interventions specific to offender characteristics such as motivation, educational level and learning ability.

Source: U.S. Department of Justice and National Institute of Corrections

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HEAR YE, HEAR YE,

ADMINISTRATIVE HEARINGS ARE COMING ALL TAKE NOTICE - BE YE PREPARED. . .

Proper Victim Notification is required.

Reference Policy #707 & #903

- Ensure all required documentation for your hearings are included, accurate, and up-to-date.

 Reference Policy #707
- Agents must make a recommendation Reference Policy #707
- Hearing Officers decision is that of the Department Reference Policy#707
- Agents must update all financial information prior to the hearing Reference Policy#707

By Deon Wilform, Hearing Officer



PPP Training Council: New Members and New Training Initiatives

by Melissa Ray, Director of Training Compliance and Professional Development

We are pleased to announce the following new additions to the SCDPPPS Training Council:

Agent Christian Adams - Darlington Renee Barrett - Field Operations Asst. AIC Derek Brown - Charleston AIC Jeff Harmon - Spartanburg AIC Scott Herrington - Horry Regional Director Clift Howle

The Council was formed in November 2006 and charged with providing guidance and direction to the staff of Training Compliance and Professional Development (TCPD). These individuals have demonstrated a personal commitment to the delivery of meaningful and professional training in the past and bring with them a wealth of knowledge and experience in the area of training.

The appointment of new members comes at the helm of some exciting times for TCPD. After approximately two and a half years, the Department is gearing up to once again hire and train new Agents. It is time to look at where we have been, see where we are going, and decide what we need to do to get there. This means dusting off old processes, revamping existing course materials, and developing new lesson plans to meet the changes that have occurred.

The Training Council met in August and examined the entire hiring and training process from beginning to end. This review allowed members from different areas to see their part in the process and the importance of following each procedure. The Council adjourned with a solid time-line of events to ensure a

seamless process for the hiring and training of new agents.

In addition to the "revamping" of the hiring and training process, the Council will work to implement new training initiatives geared toward non-certified staff. Courses will cover a variety of topics in the form of "Lunch-And-Learn" seminars, instructorled classes, and self-paced courses. Look for these elective and mandatory courses as well as other professional development opportunities in the upcoming Training And Monthly Information (TAMI) announcements.



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A Look at the Sentencing Reform Act of 2010

By Scott Norton, Assistant Deputy Director for Field Operations

"...need and opportunity have come together and as a result, we have been thrust into a leadership position with our Agency given a truly vital role in the functioning of the criminal justice system in South Carolina. The passage of the bill will have a profound effect on our Agency."

These words were used in 1986 by then SCDPPPS Director Frank Sanders, to describe to Department staff the impact of the Omnibus Crime Bill of 1986. I believe these words ring true for the Department again, some 24 years later, with the passage of the Sentencing Reform Act of 2010. The Omnibus Crime Bill was extensive and mandated multiple new programs to be operated by the Department. Most of these programs involved front end sentencing alternatives in the community corrections field (Restitution Centers, Shock Probation, Public Service Employment, etc). Jump ahead 24 years, the Sentencing Reform Act of 2010 results in the creation or modification of more than 65 legislative sections affecting our Agency, the Department of Corrections, the Court system (General Sessions and lower courts), local detention centers and many other entities in the criminal justice system.

The Sentencing Reform Act is the culmination of more than four years of work by the Senate Judiciary Criminal Justice System Task Force (2006-07) and Sentencing Reform Commission (2007-2010) and the General Assembly. The purpose of the Act is to reduce recidivism, provide fair and effective sentencing options, employ evidencebased practices for smarter use of correctional funding and improve public safety. To accomplish this, the Act mandates that the Department establish programs to promote cost effective community supervision mechanisms and to provide incentive based supervision strategies. To evaluate its progress the Department is required to develop a plan accomplishing legislative

requirements. This plan must be submitted to the newly established Sentencing Reform Oversight Committee within the General Assembly. The Department must submit annual reports to the Oversight Committee outlining progress, effectiveness, affected population, with each of the Act's mandated requirements.

Programs mandated by the Act include:

- DUS Provide Home Detention/ Electronic monitoring services to local jurisdictions for Driving Under Suspension 3rd or Subsequent offenders.
- YOA Program Expansion of eligible offenses for the YOA program.
- Drug Offenses Re-classification for many of the existing drug offenses making many of them eligible for probation and parole.
- Administrative Monitoring New form of monitoring provided by PPP beyond the end of the term of supervision (financial monitoring).
- Risk / Needs Assessments -Implementation and use of a validated offender risk and needs assessment tool for classification and supervision plans. Implementation and use of a validated risk instrument for the purpose of parole consideration.
- Supervised Re-Entry New supervision program provided by the Department for all parole eligible inmates meeting the requirements. Program mandates the release of inmates to community supervision up to 180 days prior to their scheduled max out date.
- Compliance Credits PPP must calculate and award compliance credits to eligible offenders.
- Administrative Sanctions The Department is tasked with identifying alternative to incarceration sanctions to address compliance violations by offenders

Since June 2010, the Department has

implemented an aggressive effort to develop supervision strategies and policies to support each of the mandates set forth in the Act. The Department has set up multiple Sentencing Reform Teams representative of each division and affected sections within the Department. Each team is tasked with providing EMT with comprehensive input, perspective, strategies and recommendations regarding one or more of the program mandates.

Most of the programs will not be in effect until early 2011, however, some of the Teams have already presented their findings to EMT and we are prepared to initiate some of the programs before the end of the year.

While this Act has thrust upon us new challenges and major programs, I believe that it has also provided us with a significant opportunity. Our accomplishments with these programs will bring about a higher profile for the Department in the court room, the criminal justice system and the General Assembly. We can be a significant force in providing the criminal justice system with a balanced, long range approach to managing the state's prison population.



Walking in the Mayor's Walk on Domestic Violence were (from left) Loretta Goodwin, Central Office; Sandra McCray, Victim Services; Eliza McCray (Sandra's daughter); Sherri Brice, retired PPP; Jan Barton, ISC.

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Highlighting Greenville County: Creating Partnerships

When communities come together, positive changes will occur! This is echoed throughout the Greenville County office. Collaboration and communications have been the keys to the success of community outreach. It starts with people getting involved and sharing information.

While the staff has faced many challenges, it continues to appreciate the importance of supporting the community it serves. There are many projects that involve the staff.

Meals on Wheels

The office is a continuous partner with Meals on Wheels of Greenville County. This project takes hot meals to homebound and incapacitated residents of the county who cannot cook for themselves because of medical reasons or due to being too elderly to care for themselves. This gives staff a chance to reach out to some of the same areas where home visits are conducted, warrants are served, and other field contacts are made. As volunteers for the program, these employees enhance the public trust and let the community know they care.

Local Charity

The Greenville Office continues to support charities such as the March of Dimes and the Walk-A-Thon, which recognized the staff in its annual report because of the increased monetary contributions over the past year. This was due to the fund raising efforts of Agents Karen Patterson and Miranda Ware, who spearheaded the office campaign.

Partnership Provide Possibilities

In September the staff along with US Probation and the Alston Wilkes Society, collaborated on a program to help prepare offenders for the job market. Many offenders are not ready to secure and maintain employment. "In discussing this barrier, the first step was to hear from employers as to what they look for in new hires and suggestions for staying on the job," AIC Hardy Paschal said.

In addition to AIC Paschal, Assistant Agent In Charge Jeremy Windle, and Jim

Batson (retired), along with Beth Magera of U. S. Probation, met with three local placement/hiring representatives. The talks were very productive and many suggestions were noted such as education, appearance, first impressions and getting along with others in the work place. The partners plan to use this information in job ready classes.

"All partners felt it was a great first step and plan to make this an ongoing part of available resources." Paschal said.



Greenville County and U.S. Probation Office representatives meet with local employers to discuss job readiness for offenders.



Agent Michelle Baughcome displays her "Vana White" skills during a career fair held at Furman University.

As part of the effort to find jobs for offenders, Greenville County participates

in numerous job fairs in the Upstate throughout the year. Agents Michelle Baughcome and Tara Tyler recently staffed a job fair at Furman University.

In addition to their many projects, several staffers make presentations at local high schools, churches, colleges and civic organizations in order to educate the public about the Department's initiatives and to create partnerships with local businesses.



AIC Hardy Pascal speaks to high school students at the Donaldson Career Center in Greenville about the criminal justice system and barriers to success.

Training

Internal training is another area interest of the Greenville Office. Volunteer trainers include: Tony Anderson and Jim Batson (Firearms); AIC Paschal (PPCT); and Agents Miranda Ware and Brian Fahnle (Gangs). The staff is also fortunate to have joint training with the Greenville County Sheriff's Department that consisted of gang training, use of firing and driving range to prepare for recertification and new-hire prepration.

C.R.U.S.A.D.E

AAIC Jeremy Windle is an active participant with C.R.U.S.A.D.E, the Crime Reduction Strategy and Analysis Driven Enforcement, which is a program of the Greenvile County Sheriff's Office developed to reduce crime in Greenville County. He also meets with the City of Greenville under COMSTAT—Computer Statistics—where local law enforcement agencies come together to analyze crime statistics.

The Greenville office is an example of how Partnerships Provide Possibilities.

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Flu Shots

What is the flu shot?

The flu shot is an inactivated vaccine (containing killed virus) that is given with a

needle, usually in the arm. It contains three seasonal influenza viruses that are grown in eggs. The seasonal flu vaccine protects against three influenza viruses. The seasonal flu vaccine protects against three influenza viruses that research indicates will be most common during the upcoming season. The 2010-2011 flu vaccine will protect against 2009 H1N1, and two other influenza viruses (an H3N2 virus and an influenza B virus).

Who should get vaccinated this flu season?

On February 24, 2010 vaccine experts voted that everyone six months and older should get a flu vaccine each year

starting with the 2010-2011 influenza season. CDC's Advisory Committee on Immunization Practices (ACIP) voted for "universal" flu vaccination in the U.S. to expand protection against the flu to more people.



While everyone should get a flu vaccine each flu season, it's especially important that the following groups get vaccinated either because they are at high risk of having serious flu-related complications or because they live with or care for people at high risk for developing flu-related complications:

- Pregnant women
- Children younger than 5, but especially children younger than 2 years old
- People 50 years of age and older
- People of any age with certain chronic medical conditions
- People who live in nursing homes and other long-term care facilities
- People who live with or care for those at high risk for complications from flu, including:
 - Health care workers
 - Household contacts of persons at high risk for complications from the flu
 - Household contacts and out of home caregivers of children less than 6 months of age (these children are too young to be vaccinated)

Source: Centers for Disease Control and Prevention http://www.cdc.gov/flu/index.htm

Halloween Operations

by Mike Nichols, Deputy Director for Field Operations and Peter O'Boyle, Director of Public Information

For children, Halloween means wearing costumes, trickortreating, eating lots of candy and hours of fun. However, for parents, Halloween means making sure their kids are safe in the community. To put parents at ease, each year the South Carolina Department of Probation, Parole and Pardon Services imposes a statewide curfew for those offenders under sex offender supervision on Halloween. These offenders were forbidden from partaking in Halloween festivities, as they were required to adhere to their curfew restrictions.

To ensure compliance, several tactics were used to monitor these offenders. This included Probation and Parole Agents conducting home drive-bys, administering drug tests, and assigning offenders to report to the office during peak hours of the Halloween activities. GPS Operations Center (GOC) monitored those offenders on GPS.

In addition, the following Halloween Rules were implemented for sex offenders on probation, parole and other forms of community supervision under SCDPPPS jurisdiction.

- Statewide Curfew hours from 5:30 p.m. -9 p.m. was imposed in the local jurisdiction on the day Halloween was celebrated. (Note: This did not apply to registered sex offenders not under the jurisdiction of SCDPPPS.)
- No Contact with Tricker-or-Treaters
- No lights on the outside of their houses
- No candy distribution
- No participating in Halloween parties or carnivals

Curfew was enforced through surveillance techniques in all counties. More than 150 Probation and Parole Agents, several SLED Agents, and local law enforcement authorities participated in this effort.

The following surveillance techniques were applied:

651 residence checks

237 telephone contacts

6 arrests

17 Agent imposed sanctions

142 office surveillance contacts

GPS and GOC monitoring with a total of 31 responses

Through these efforts, the Department continues to keep our communities safer. It was a great opportunity to highlight the outstanding dedication to our mission.

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WHAT ARE HISTORICAL RECORDS?

Submitted by SCDPPPS Records Management Services
Julie Dunn, Marie Simpson and Patrice Boyd

According to an article developed by the South Carolina Department of Archives and History, historical records are public or private documents. They may have been created last year or two hundred years ago. Their historical value is not limited to their availability on paper, or in handwritten or typewritten form. Rivaling such traditional records as diaries, correspondence, publications, meeting minutes, and reports, are records in the form of photographs, audio recordings, and computer tapes and disks.

Technological advances in the past several decades have revolutionized recordkeeping and record use. A historical record today can be on any medium—paper, tape, microforms, photograph, or electronic/digital—that has served to record a historically significant function, activity, or event. At this very moment, records are being created that will yield valuable information to South Carolina's citizens and government officials fifty, one hundred, or two hundred years from now. In most cases, these records have significance beyond the immediate reason for their creation and use.

Historical records help to convey a society's culture from one generation to another. They teach us lessons about how problems similar to ours have been handled in the past. Such records serve as unique resources for historians and other specialists. They also serve as the basis for personal research in areas like genealogy and they are often required for the preservation of historic buildings, historic sites, and museum exhibits.

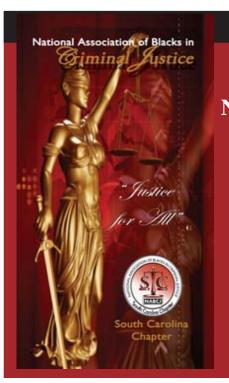
They also have a practical value for government and business because they hold information about past policies and decisions. With crises or changes in leadership or staff, historical records provide an important source of administrative continuity.

Historical records are especially valuable because they document the rights of citizens and the obligations of government. Births, deaths, marriages, land ownership, tax liabilities and payments, citizenship status, court or related legal actions, and a myriad of other activities vital to government and citizens are all subject to recordkeeping.

The information contained in historical records is vitally important for research into public issues concerning the environment, health, and welfare. Such records also contain unique details relevant to the repair and replacement of buildings, bridges, streets, utilities, and other elements of our man-made environment. Valuable conclusions and actions result from the study of historical records, many of which will affect us today and for generations to come.

There is no substitute for historical records. They are an important resource. Wherever historical records exist in good, complete, and usable form, many kinds of research will flourish. Where conditions fall short of this, research and effective action are difficult, restricted, or impossible. The proper selection, care, and use of historical records should be the concern of every citizen. Historical records are not just a matter of yesterday's news; they hold significant value for today—and tomorrow as well.

Source: South Carolina Department of Archives and History ~ Records Management.



The 17th Annual One Day Conference

of the SC Chapter of the National Association of Blacks in Criminal Justice

Friday, December 3, 2010

Brookland Banquet and Conference Center

1066 Sunset Boulevard, West Columbia, South Carolina

The Networking Reception
Thursday December 2, 2010

Brookland Banquet and Conference Center

Conference attendees can look forward to an engaging plenary session, concurrent workshops, an uplifting lunch and a diverse selection of vendors and sponsors.

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C.O.D.E.

Connecting Our

Deployed Employees

By Jodi Gallman, Director of Community Affairs

A note of support to Stephen and Tim would brighten their day.

Stephen Gunnels stephen.gunnells@us.army.mil

Tim Williams james.t.williams@usmc.mil

Your support is always appreciated!

Mark Your Calendars

By Jodi Gallman, Director of Community Affairs



The **United Way Campaign** began in August and will end November 30th. Remember, no gift is too small to make a difference.



December is **National Drunk and Drugged Driving Prevention Month**. Be sure to drive responsibly free from the influence of alcohol or drugs and persuade others to do the same.

This is also **National Safe Toys and Gifts Month**. Be diligent and carefully screen your gifts for children to ensure a safe and healthy holiday.



PPP will kick off **National Blood Donor Month** with our annual blood drive at the Central Office on January 10, 2011. During this month, each

office is encouraged to participate in local blood drives. Give blood to save lives.

January is also **National Mentoring Month**. The Department's "On The Outside" Mentoring Program gives us an opportunity to expand our mission in the reentry process.

Workplace Health Screening

Submitted by Paul Angus, Human Resources

Annually the Human Resources Office coordinates with Prevention Partners to conduct an on-site "Preventive Workplace Screening". The screening for the midlands area was held at Central Office on September 23rd with 26 participants. The biometric screening of cholesterol, blood pressure, triglycerides, glucose, kidney function, and red and white blood cells were conducted. Use of this screening tool can early detect your risk for developing hypertension, diabetes and anemia.

Employees and retirees (and their covered spouses) whose primary coverage is through the state, were eligible to participate. Any office location can volunteer to host a screening. It is easy and requires very little time. Only 20 participants are required to have a screening in your local area. If interested, contact Paul Angus at 803-734-9043 or by email for more information.



Richland County HSS Trisha McIntyre (right) gets ready to have her blood drawn for a health test held at the Central Office during a Wellness Fair.

THE INFORMER

South Carolina Department of Probation, Parole & Pardon Services

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The Honorable Mark Sanford *Governor*

Samuel B. Glover
Director

Iodi Gallman

Director, Office of Community Affairs Newsletter Editor

Arnise N. Moultrie

Division of Legal Services Newsletter Designer

AGENCY MISSION

To **prepare** offenders under our supervision toward becoming productive members of the community; to **provide** assistance to the victims of crimes, the courts and the Parole Board; and to **protect** public trust and safety.

AGENCY MOTTO
PREPARE, PROVIDE AND PROTECT